

2011 City of San Jose - OE 3 Negotiations

OE 3 Counter Proposal - Release Time

Article 12 Grievances

- 12.8.8 City Paid Release Time (URT). The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any time paid time off from regular City duties to attend authorized meetings. The designated bargaining representative(s) shall not receive compensation for meetings that may occur outside their regular work hours, inclusive of any unpaid lunch period, *but shall be allowed to flex their time if requested. The use of the City Paid Release Time (URT) shall have no impact on seniority, hours worked, or sick leave and vacation accruals.*

OE 3 Counter Counter Proposal - Release Time

- 12.8.8 City Paid Release Time (URT). The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any time paid time off from regular City duties to attend authorized meetings. The designated bargaining representative(s) shall not receive compensation for meetings that may occur outside their regular work hours, inclusive of any unpaid lunch period, *but shall be allowed to flex their time if requested and such request does not significantly impact service delivery negatively.* The use of the City Paid Release Time (URT) shall have no impact on seniority, hours worked, or sick leave and vacation accruals.